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CDS (Chief of the Defence Staff) Directive 002 on CAF (Canadian Armed Forces) COVID-19 Vaccination – Implementation of Accommodations and Administrative Action

November 2021

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- R. Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police, 6 October, 2021
- S. CDS Directive on CAF COVID-19 Vaccination, 8 October, 2021

Situation

1. **Application.** This directive:
 - a. Supplements the CDS Directive on CAF COVID-19 Vaccination (Ref S), but does not supersede it unless specifically detailed in this directive. Changes to and amplification of the direction at Ref S have been included in this directive;
 - b. Applies to all officers and non-commissioned members of the Canadian Armed Forces (CAF). This includes the Regular Force, all Class A, B, and C Reserve Forces, Canadian Rangers, and Cadet Organizations Administration and Training Service (COATS); and
 - c. Does not apply to foreign military members serving on exchange with the CAF or foreign defence attachés who may be required to interact with the CAF or visit Defence establishments. Foreign military members are subject to the direction and regulations of their own nation with respect to COVID-19 vaccination, although they must also follow local direction and public health measures.
2. **General.** As the country's largest employer, the Government of Canada (GC) is leading by example with COVID-19 vaccination to protect the health and safety of public servants and the communities where they live and work. Requiring the vaccination of the federal workforce will contribute to reaching the overall levels of vaccination Canada needs to sustain a resilient economic recovery in the face of more transmissible

and dangerous COVID-19 variants of concern. Widespread immunization will also help protect those who are currently unable to be vaccinated as well as those who remain vulnerable to infection even after vaccination, such as individuals with compromised immune systems due to other illnesses.

3. The CAF does not fall under the authority of the GC Policy on COVID-19 Vaccination for the Core Public Administration Including the Royal Canadian Mounted Police (Ref R). For this reason, the CDS Directive on CAF COVID-19 Vaccination (Ref S) and this directive, have been issued to ensure that the CAF continues to demonstrate leadership to other GC departments and to all Canadians, and to continue to protect the Defence Team. The CAF will abide by the spirit of the GC policy, while ensuring the CAF remains prepared and resourced to meet operational imperatives.
4. The Department of National Defence (DND) and Canadian Forces Code of Values and Ethics (Ref N) includes the ethical principle to obey and support lawful authority. This principle requires DND employees and CAF members to carry out their duties in accordance with legislation, policies, and directives in a non-partisan and objective manner. As such, it is essential that CAF members understand that the CAF's application of the GC Policy on COVID-19 Vaccination via the adherence of the CDS Directive on CAF COVID-19 Vaccination is an expected behaviour applicable to all CAF members, regardless of their level, position, or rank. Those that don't comply with the Directive on CAF COVID-19 Vaccination are in breach of the behaviours expected in the Code.

5. **GC Policy.** The implementation of the GC Policy on COVID-19 Vaccination for the Core Public Administration (Ref R) is now moving forward with DND employee attestation of their vaccination status through the Government of Canada Vaccine Attestation Tracking System (GC-VATS), having commenced on 15 October, 2021. As per Ref S, the CAF has also completed attestations via Military Command Software – Monitor Military Administrative Support System (MCS – Monitor MASS). The statistics from the CAF attestations will be incorporated into the overall reporting on workforce vaccination status for DND and have also been used to inform decisions on administrative action that will be taken with respect to CAF members who are not compliant with the CAF COVID-19 vaccination policy.
6. As the attestation process has been completed, CAF members have fallen into one of three categories of individuals formed as a result of this policy: fully vaccinated; unable to be vaccinated; and unvaccinated. The “unable” group will consist of individuals that cannot be fully vaccinated due to a certified medical contraindication, religious ground, or any other prohibited ground of discrimination as defined in the *Canadian Human Rights Act* (CHRA). The unvaccinated group will consist of individuals refusing to disclose their vaccination status (whether they are fully vaccinated or not) or for which an accommodation for a certified medical contraindication, religious ground, or another prohibited ground of discrimination is not granted, and where the member is still not in compliance with the policy.
7. **Problem Definition.** The CAF will continue to demonstrate leadership through its implementation of the CDS Directive on CAF COVID-19 Vaccination which is the CAF’s application of the GC policy on COVID-19 vaccination of the federal workforce. The actions taken to implement

the COVID-19 vaccination policy cannot, however, reduce CAF readiness or its ability to continue to deliver on its mission or critical capabilities. For this reason, specific mitigation measures have been developed for the CAF implementation of the policy, which may not precisely align with the measures directed under the GC policy for the federal workforce.

8. **Challenges.** The implementation of a CAF COVID-19 vaccination policy that aligns with the GC policy on COVID-19 vaccination for the federal workforce, while also considering CAF operational requirements, will require significant coordination efforts to:
 - a. Confirm individuals' vaccination status while protecting their rights under the *Privacy Act*;
 - b. Implement reasonable accommodations for those who are unable to be vaccinated;
 - c. Assess potential operational impacts that would result from removing CAF members from the workforce, determine the circumstances under which those impacts may warrant exemptions from the administrative action, and document those impacts in support of requests for exemption. Any requests for exemption will be accompanied by a fully documented plan for mitigation measures that will be implemented to protect the remainder of the workforce; and
 - d. Track, monitor, and report on compliance, for operational as well as future audit purposes.
9. A portion of CAF members have demonstrated that they are non-compliant (e.g. unwilling to disclose their vaccination status, partially

vaccinated, or unvaccinated) under this policy. Although this group represents a small percentage of the CAF, there is a requirement to undertake measures to ensure the CAF continues to demonstrate leadership to other GC departments and to all Canadians, and to continue to protect the Defence Team.

10. **Assumptions.** The following assumptions are intended to guide planning efforts and are subject to validation as the situation evolves:

- a. The Canadian Forces Morale and Welfare Services (CFMWS), the Canadian Forces Housing Authority (CFHA), the Canadian Junior Rangers and Cadets (CJCR) in relation to civilian employees and volunteers, and other non DND/CAF entities, will implement their own COVID-19 vaccination policies reflective of the GC and CAF policies; and
- b. These separate entities, under the authority of the MND, may require DND/CAF logistics support to implement rapid testing for employees who are unable to be vaccinated but are required to be in the workplace.

11. **Limitations**

a. **Constraints**

1. There will be no change to the posture or requirements for non-compliant CAF members already deployed on operations, as they are deemed operationally essential. Owing to their unique and often remote operating environments, this also includes the Canadian Rangers. These members will attempt to comply with the CAF COVID-19 Vaccination Directive and,

where not possible, testing can be used as a mitigation measure in operational or employment situations;

2. Contrary to direction at Ref S, CAF members participating in any form of training in advance of achieving the operationally functional point (OFP), that have not provided attestation of being fully vaccinated, will be subject to administrative action;
3. CAF members posted to missions where Global Affairs Canada (GAC) is the lead department will continue to abide by directives issued under the authority of GAC, which may also include dependants' vaccination status and could result in repatriation;
4. Applicability of the GC policy to locally engaged staff (LES) at CAF missions abroad will be dependent on local labour laws and the local availability of COVID-19 vaccines for that population of individuals. Regional Authorities (RAs) will consult with Senior Medical Advisors (SMAs) on appropriate mitigation measures in such circumstances;
5. Civilians participating in the cadet program are not subject to the federal COVID-19 vaccination policy whereas members of COATS are. For this reason, in-person activities under the COATS will be conducted IAW local public health measures and restrictions, including in-person gathering limits and requirements for proof of vaccination for indoor events and activities, unless these are held on or in federal establishments where federal directives will apply;

6. Only contractors who work alongside Defence Team members will be subject to the requirement to attest as to their vaccination status to their contracted company. Others who may need to visit Defence Establishments episodically (such as delivery persons, landscapers, garbage collectors, etc.) will not be subject to this requirement;
7. Comd CJOC, Comd CANSOFCOM, Comd CFINTCOM, and VCDS have the authority to assess the need for exceptions to the applicability of the GC policy for contracted services, internationally or in isolated domestic circumstances where the loss of a contracted resource that is not fully vaccinated will significantly reduce CAF operational readiness or the CAF's ability to deliver critical services;
8. Commanding Officers (COs) may consider reporting a Change in Personal Circumstances when considering security clearances IAW Ref P, for CAF members who are non-compliant with the CAF COVID-19 vaccination policy for stated reasons which may raise doubts about their reliability or loyalty to the institution;
9. CAF members wishing to provide a statement or make representations with respect to their attestation as being unwilling to comply with Ref S or this directive, may do so through their chain of command;
10. L1s seeking operational exceptions may do so via the SJS for A/CDS consideration; and

11. Accommodation requests for DND employees will be considered at the L3 level. Outside of the National Capital Region, these will reside at the Formation Commander level. For CAF members, unit COs will be the approval authority.

b. Restraints

1. CAF members who are not fully vaccinated and have not received an accommodation, will not:
 - a. Be employed or undergo training as a member of the crew aboard HMC Ships;
 - b. Be employed or undergo training as a member of the crew of RCAF aircraft;
 - c. Be employed or undergo training as a member of a crewed CA vehicle;
 - d. Be posted to an OUTCAN position. This requirement will be inclusive of dependants eligible for COVID-19 vaccination on accompanied postings;
 - e. Be deployed on named operations, either domestic or international;
 - f. Participate in collective training, either domestic or international;
 - g. Be authorized Temporary Duty (TD) travel, either domestic or international; and
 - h. Be selected for career courses

2. Regular Force members will not be granted Leave Without Pay (LWOP) to avoid administrative action related to this directive; and
3. Primary Reserve members will not be granted LWOP or Exemption from Duty & Training (ED&T) status to avoid administrative action related to this directive.

Mission

12. The CAF will continue to demonstrate leadership to Canada and Canadians by getting its members fully vaccinated and by implementing accommodations and administrative action to manage its unvaccinated members starting on 15 November, 2021, in order to protect the readiness, health, and safety of the Force, the entire Defence Team, as well as members of the public they may be called upon to serve.

Execution

13. Concept of Operations

- a. **CDS Intent.** To continue to show leadership, protect the health of the Forces, the Defence Team, and that of Canadians, I am hereby directing that all CAF members be fully vaccinated unless they are unable due to a certified medical contraindication, religious ground, or any other prohibited ground of discrimination as defined in the CHRA. This will continue to bolster our business continuity by protecting the readiness of the Forces as the COVID-19 pandemic still poses a serious threat to our operations; and

- b. The following accommodations and administration action related to CAF members' COVID-19 vaccination status will achieve maximum uptake of the vaccine by CAF members and strengthen the health and force protection of the entire Defence Team.

c. Attestation Process

1. The requirement for CAF members to provide confirmation of their COVID-19 vaccination status was directed at Ref S. All CAF members who have not completed their attestation will be considered unvaccinated. CAF members who have chosen to not provide an attestation will be considered as not compliant (i.e. unvaccinated) with the CAF COVID-19 vaccination policy. This may also lead to disciplinary measures for failing to obey CDS direction, depending on the circumstances;
2. Special efforts must be taken to ensure the attestation requirement is communicated to CAF members who may not be in receipt of regular communications from the institution due to circumstances such as being on BTL, LWOP, MATA/PATA, or being assigned to an educational institution (ATL), without Defence Wide Area Network (DWAN) access, or other similar situations;
3. CAF members who do not have the ability to provide a vaccination attestation in MCS – Monitor MASS and may also have limited or infrequent contact with their home unit, such as members of the Canadian Rangers and the Cadet Instructor Cadre, may be permitted to initially provide less formal attestations through their chain of command to ensure they

are not unjustly deemed non-compliant due to challenges in obtaining the necessary attestation documentation;

4. Attestation is a declaration of vaccination status and does not require CAF members to produce proof of vaccination;
5. Where there are grounds to believe that the member may have made a false attestation, COs may, having appropriately consulted legal advisors, request the member to provide a proof of vaccination certificate in support of their attestation;
6. Inaccurate attestations by individuals claiming partial or fully vaccinated status who are subsequently determined through a verification process to not be fully vaccinated may result in disciplinary measures; and
7. CAF members are not to make their attestations through GC-VATS. Only MCS – Monitor MASS is to be used for CAF member attestations.

d. Accommodations

1. The CAF has a duty to mitigate the risk to CAF members who are unable to be vaccinated;
2. Reasonable accommodations for those individuals who are unable to be vaccinated should not be punitive in nature and should be provided up to the point of undue hardship to the organization. Such measures could include but are not limited to the following:

- a. A remote work/telework arrangement (such as under the Directive on Telework), if operationally feasible;
 - b. Testing if access to the workplace is required. The testing regime will follow the process outlined in para 15.c. of this directive; and
 - c. An alternative workplace or work schedule, among others.
- 3. Those individuals who are unable to be vaccinated will fall into one of three categories:
 - a. Due to a certified medical contraindication or disability rendering them unable to be fully vaccinated;
 - b. Due to a religious belief that prohibits full vaccination; or
 - c. Due to an inability to be vaccinated based on the grounds of discrimination under the CHRA.
- 4. To be exempted from COVID-19 vaccination based on a recognized medical contraindication:
 - a. A member must provide a valid form completed and signed by a healthcare provider, in accordance with either CF H Svcs or appropriate healthcare jurisdiction medical exemption documentation standards, which indicate that they have a recognized medical contraindication which renders them unable to be fully vaccinated;
 - b. The completed healthcare provider form will indicate whether the medical contraindication is permanent or

temporary and if temporary, the expected end date of the condition after which the member could receive a COVID-19 vaccination; and

- c. COs must seek advice from their SMA or local Base/Wing surgeon if they have questions with respect to a member's documentation related to a medical exemption from vaccination.

5. To be exempted from COVID-19 vaccination and be accommodated under religious grounds as per ref M:

- a. A member must articulate the requirement for the religious request by sworn attestation using the GC affidavit form *Religious Belief*, explaining the basis of the religious nature of the exemption and why it prevents vaccination:
 - i. COs must be satisfied that the member has a sincere belief that can be reasonably connected to religious grounds;
 - ii. The CO can request more information if the explanation provided in the affidavit is not sufficient; and
 - iii. Advice from the Royal Canadian Chaplain Service (RCChS) must be sought before making any determinations as assessment tools have been developed, and are accessible to all chaplains in order to facilitate this process.

6. The CHRA makes it illegal to discriminate on a wide range of grounds including sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth, or other status. To be exempted from COVID-19 vaccination and be accommodated based on the grounds of discrimination under the CHRA:
 - a. A member must articulate the requirement for accommodation articulating the grounds of discrimination under the CHRA by using an affidavit, explaining the grounds for discrimination basis of the request and why it prevents vaccination;
 - b. The affidavit must be signed before an authorized official (commissioner for taking affidavits) by a full-time CAF commissioned officer who is authorized under DAOD 7000-1; and
 - c. COs must seek advice from DND/CF LA and local JAG before making any determinations regarding accommodation on the basis of grounds of discrimination under the CHRA.
7. Determination on all accommodations must be completed no later than 30 November 2021.

e. Administrative Action

1. For CAF members not complying with this policy by 15 November, 2021, COs must consider the full range of administrative action including initiating remedial measures IAW Ref J. The Initiating Authority (IA) should consider formally

concluding the remedial measure when this policy is rescinded or when the member becomes compliant, whichever occurs first;

2. In order to grant members an opportunity to overcome their deficiency, the IA is expected to first consider Recorded Warning (RW) for conduct. Notwithstanding DAOD 5019-4 declaring minimum monitoring periods, members will be assessed regularly and offered opportunities to seek advice as required. After seven days of non-compliance, it will be considered a repeat of the deficiency and allow the IA to cancel the remainder of the monitoring period and lead to Counselling and Probation (C&P). Further repeats of the deficiency while on C&P will similarly lead to an Administrative Review and potential release from the CAF;
3. For CAF members not complying with this policy by 15 November, 2021, COs are to consult with their assigned legal advisor before considering disciplinary action.
4. Members who have attested as being partly vaccinated or unvaccinated, and have not submitted a request for accommodation, or have had their accommodation request declined, will be required to establish a timeline with their CO, with regards to the acquisition of their first or second dose of vaccination; and
5. CAF members who are unvaccinated will participate in the mandatory virtual training on the Defence Learning Network (DLN) named "COVID-19 Vaccine Information for CAF 2021"

and provide course certificates to their supervisors once completed.

f. Scheme of Manoeuvre

1. Post-Attestation Period (29 October to 14 November, 2021)

- a. Supervisors will remind members of the consequences of not attesting to their vaccination status, of not requesting accommodation if unable to be vaccinated, or of not being fully vaccinated, each of which will result in the member being assessed as non-compliant with the COVID-19 vaccination policy; and
- b. All CAF members, irrespective of their vaccination status, will be permitted to continue accessing the workplace, without additional conditions, until 15 November, 2021.

2. Post-Compliance Period (15 November, 2021 and onwards)

- a. CAF members, whether they telework or not, are expected to be compliant with the CAF COVID-19 vaccination policy by having attested to their fully vaccinated status, or attested to being unable to be vaccinated and having provided acceptable substantiation;
- b. Accommodations for those unable to be vaccinated will start to come into effect on 15 November, 2021 and will continue for the duration of this policy, unless they are required to be revised based on new information presented or a termination date for the medical contraindication preventing vaccination;

- c. Rapid COVID-19 testing three times a week (Monday-Wednesday-Friday) will commence for members who are required to access the workplace and are unvaccinated or unable to be vaccinated and have received an accommodation; and
- d. CAF members that have not complied with the CAF COVID-19 vaccination policy will be subject to administrative action.

14. Tasks

a. Common to all L1/FGs

1. Ensure all CAF members that have still not completed the attestation of their vaccination status do so without further delay;
2. Ensure managers of DND employees and CAF members at all levels have reviewed and corrected reporting relationships in both GC-VATS and MCS – Monitor MASS systems;
3. Ensure CAF members are made aware that falsification of any attestation, whether with respect to vaccination status or rapid testing results may subject them to disciplinary measures;
4. With respect to CAF members who are unable to be vaccinated, ensure that they are informed of:
 - a. Their right to reasonable accommodation under the CHRA;

- b. The procedure to be followed for seeking an accommodation; and
 - c. The organization's approach to accommodation and privacy obligations to reassure employees that the workplace will be safe.
- 5. Ensure that approving authorities are informed about their responsibilities and obligations with regard to:
 - a. Addressing accommodation needs on a case-by case basis in consultation with the appropriate subject matter experts for persons who are unable to be fully vaccinated based on a certified medical contraindication, religious grounds, or other prohibited grounds of discrimination as defined under the CHRA;
 - b. Ensuring non-compliant members are made fully aware of the implications of the administrative action that will be taken and afforded every opportunity to change their vaccination status; and
 - c. The relevant confidentiality and privacy considerations for handling and storage of members' personal information.
- 6. With respect to individuals who are unvaccinated and not seeking an accommodation:
 - a. Ensure they are advised of the details of the CAF COVID-19 vaccination policy, the expectations set out for CAF members, and the consequences of non-compliance; and

b. Implement administrative action for non-compliant members.

7. Monitor and report on any impacts on the CAF's ability to continue to deliver on its mission or critical capabilities due to implementation of administrative action for CAF members, and LWOP for DND employees refusing to comply with their respective vaccination policies;
8. Determine the number of testing kits required, order kits via the CAF Depots, distribute to affected units with instructions on reporting procedures, and coordinate testing requirements with VCDS Group as needed. L1s are to ensure the provision of testing kits to affected individuals within their organizations is completed while ensuring privacy; and
9. Document and monitor attestation of test results for accommodated DND employees and CAF members in order to provide statistics on testing conducted and results.

A system will be provided by GC for DND employees and an existing system such as Monitor MASS may be used at a later date to capture/track testing results.

b. **VCDS**

1. As the DND/CAF Occupational Health and Safety (OHS) functional authority liaise with the HC COVID-19 Testing Secretariat to ensure the CAF application of rapid testing is consistent in approach to the application of rapid testing across the GC. Review and revise the HC rapid testing playbook as necessary to provide appropriate rapid

testing guidance to the Defence Team as needed, in coordination with the CAF Surgeon General;

2. Produce reports on the status of rapid testing result attestations for DND employees and CAF members who are unable to be vaccinated and for whom rapid testing is used as an accommodation measure;
3. Continue to lead consultation with the National Health and Safety Policy Committee (NHSPC);
4. In consultation with Regional Authorities (RA) and SMA, ensure application of this policy to the CAF OUTCAN population; and
5. Obtain and disseminate changes and/or amplification of the GC and TBS direction on implementation of the GC policy on vaccination for the federal workforce.

c. **SJS**

1. Continue to remain engaged at the federal echelon with WoG stakeholders to ensure GC and DND/CAF planning and implementation of vaccination policy implementation measures remain aligned, equitable, responsive, and communicated to all L1 through the Standing Strategic Operations Planning Group (SOPG) on COVID-19;
2. Produce reports on the status of attestations of COVID-19 vaccination status for CAF members; and

3. Coordinate the synchronization and harmonization of this policy as they are implemented by L1s.

d. **ADM(HR-Civ) (Assistant Deputy Minister (Human Resources – Civilian))**. As part of the GC vaccination policy implementation task force, is requested to ensure that a civilian staffing strategy is developed in order to respond to areas of operational vulnerabilities that L1s identify as a result of shortages of workforce because of DND employees being placed on LWOP.

e. **MILPERSCOM (Military Personnel Command)**

1. Provide ongoing advice and guidance to L1s to help them understand and implement consistently across the CAF member population the requirements of this policy including obtaining attestation of vaccination status, providing accommodation, and taking administrative action;
2. Implement a virtual educational training package on the benefits of COVID-19 vaccinations for CAF members who are unvaccinated, to be ready NLT the first week of November 2021;
3. Provide clear advice to assist CO's in approving medical accommodations; and
4. Provide clear advice to assist COs in making decisions on accommodation requests on religious grounds.

f. **CA (Canadian Army)**. Continue to develop and improve the functionality within the existing MCS – Monitor MASS system to track and provide reports on vaccination attestation status for CAF

members as well as attestation and tracking of rapid-testing results.

g. **ADM(IM) (Assistant Deputy Minister (Information Management))**. Is requested to coordinate with CA to ensure improved MCS – Monitor MASS functionality.

h. **ADM(PA) (Assistant Deputy Minister (Public Affairs))**

1. Is requested to provide strategic level communication guidance, messaging and coordination consistent with GC direction to support internal Defence Team communication; and
2. Is requested to continue to work with L1s, including ADM(HR-Civ) and MILPERSCOM, to lead a Defence Team engagement communications plan and supporting products. These products shall address the implementation measures of the CAF COVID-19 vaccination policy and provide resources available to CAF members within an evergreen repository of Frequently Asked Questions (Ref A) derived from the Ask Anything COVID-19 inbox; the answers for which will be coordinated through functional authorities. Communications plans and products will be shared with L1 organizations for dissemination and promotion through their respective networks and communications channels.

15. Coordinating Instructions

- a. **Process to determine accommodation.** Authority to approve accommodation requests for CAF members who indicate that they are unable to be vaccinated is delegated to COs. The process to be

followed in making this determination is as per para 13.c. Further tools will be provided by subject matter experts (RCChS, CF H Svcs, and JAG) to assist unit COs in this task.

b. Commanders' Critical Information Requirements (CCIRs) and Priority Intelligence Requirements (PIRs)

1. Incidents of members publicly criticizing or denouncing the GC policy on COVID-19 vaccination;
2. Incidents of groups of individuals protesting the GC policy on COVID-19 vaccination on or near Defence Establishments;
3. Incidents of individuals filling critical operational roles and refusing to comply with this policy; and
4. Potential impacts on the CAF's ability to continue to deliver on its mission or critical capabilities/services due to implementation of administrative action for individuals refusing to comply with this policy.

c. COVID-19 Rapid Testing. DND/CAF will use rapid testing for those individuals who are unvaccinated or have requested and been granted accommodation due to being unable to be vaccinated, and are required to be in the workplace. The test kit that will primarily be used is the *Quidel QuickVue Antigen Test*.

1. HC is providing the rapid test kits to be used and is distributing those kits to the 25 CAF Supply Depot Montreal and 7 CAF Supply Depot Edmonton in volumes as requested by VCDS/D Safe G;

2. Base/Wing authorities will request shipment of rapid test kits in the volumes required for local use. Individuals required to undergo rapid testing to be in the workplace will be required to self-test three times weekly (Monday-Wednesday-Friday). It is estimated that providing such individuals with a two month supply (one box of 25 kits) would be an efficient approach to distribution of the test kits. CF H Svcs health human resources will not be used for these self-tests;
3. Individuals will report rapid test results to their supervisor. Any positive results from rapid tests will result in the individual seeking an RT-PCR test as confirmation, and remaining outside the workplace until the results of the RT-PCR test are received. Positive COVID-19 test results will be reported IAW existing procedures. Public health recommendations will be followed to manage the employment of individuals who test positive. False positive rapid test results will be reported to VCDS/D Safe G; and
4. The CAF Supply Depots will regularly report to VCDS/D Safe G on rapid test kit consumption levels and anticipated restocking requirements.

d. PA Posture

1. The public affairs approach is active and closely coordinated with the GC and L1s in support of GC priorities; and
2. General inquiries with respect to this directive and any other COVID-19 related topic can be submitted via the Ask Anything: COVID-19 inbox.

e. Key dates and timings

1. As soon as practicable, supervisors commence discussions on accommodations for those individuals who are unable to be vaccinated and have requested accommodation. After consultation with subject matter experts, supervisors will make a recommendation to the CO who will provide a decision, and where the accommodation request is supported, will implement appropriate measures; and
2. 15 November, 2021: administrative action starts coming into effect for CAF members who have not complied with this policy by remaining unvaccinated without an approved accommodation.

Concept of support

16. **Finance.** L1s are to fund and capture all expenditures associated with this directive using internal financial coding and funding. L1s are to create their own Internal Orders (IOs) and charge all expenditures to this IO. All IOs are to be linked to the IO Group GEN039.20 for local fund expenses related to COVID-19. Any pressures are to be reported through the regular reporting process.
17. **Personnel.** Employment of fully vaccinated Primary Reserve members as backfill for essential roles left vacant due to of Regular Force members being placed on administrative action and prevented from accessing the workplace is authorized to ensure CAF reconstitution efforts are not impeded.

Command

18. **Office of Primary Interest (OPI).** VCDS.

19. **Office of Collateral Interest (OCI).** DOS SJS (Director of Staff, Senior Joint Staff).

20. **Points of Contact (POCs)**

- a. BGen Erick Simoneau, SJS Director General Plans, 613-904-5231;
- b. Col Richard Jolette, SJS Director Plans North America, 613- 901-9281;
- c. Col Colleen Forestier, CMP (Chief Military Personnel) Director Health Services Operations, 613-901-9889;
- d. Col Jonathan Michaud, VCDS Director Coordination, 613-901-5820; and
- e. Chantal Cloutier, SJS Strategic Advisor, 613-904-6104.

W.D. Eyre

General

Acting Chief of the Defence Staff

Distribution List

Action

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SJS DOS

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Comd RCAF (Royal Canadian Armed Forces)

Comd MILPERSCOM

Comd CJOCC (Canadian Joint Operations Command)

Comd CANSOFCOM (Canadian Operational Support Command)

Comd CANELMNORAD

DComd (Deputy Commander) JFC Naples

Comd CFINTCOM (Canadian Forces Intelligence Command)

JAG

ADM(Pol) (Assistant Deputy Minister (Policy))

ADM(Mat) (Assistant Deputy Minister (Materiel))

ADM(IM) (Assistant Deputy Minister (Information Management))

ADM(IE) (Assistant Deputy Minister (Infrastructure & Environment))

ADM(Fin)/CFO (Assistant Deputy Minister (Finance) and Chief Financial Officer)

ADM(HR-Civ) (Assistant Deputy Minister (Human Resources – Civilian))

ADM(RS) (Assistant Deputy Minister (Review Services))

ADM(DRDC) (Assistant Deputy Minister (Defence Research and Development Canada))

ADM(DIA) (Assistant Deputy Minister (Data, Innovation, Analytics))

ADM(PA)

DND/CFLA

Corp Sec (Corporate Secretary)

ED NSIROCS (National Security and Intelligence Review and Oversight Coordination Secretariat)

Information

MND (Minister of National Defence)

DM

Senior Assoc DM

CDR NORAD

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